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Financing of the United Nations Interim Administration Mission in Kosovo

Budget performance for the period from 1 July 2013 to 30 June 2014 and proposed budget for the period from 1 July 2015 to 30 June 2016 of the United Nations Interim Administration Mission in Kosovo

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation for 2013/14	$44,953,000
Expenditure for 2013/14	$40,159,800
Unencumbered balance for 2013/14	$4,793,200
Appropriation for 2014/15	$42,971,600
Projected expenditure for 2014/15[a]	$41,612,600
Estimated unencumbered balance for 2014/15[a]	$1,359,000
Proposal submitted by the Secretary-General for 2015/16	$41,442,400
Recommendation of the Advisory Committee for 2015/16	$41,505,200

[a] Estimates as at 31 January 2015.

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I. Introduction

1. **The recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in paragraphs 20, 24 and 31 below would entail a net increase of $62,800 to the proposed budget for the United Nations Interim Administration Mission in Kosovo (UNMIK) for the period from 1 July 2015 to 30 June 2016 (A/69/729). The Advisory Committee has made recommendations and observations on specific issues, where appropriate, in the paragraphs below.**

2. During its consideration of the financing of UNMIK, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification, concluding with written responses received on 25 March 2015. The documents reviewed and those used for background by the Committee are listed at the end of the present report. The Advisory Committee's detailed comments and recommendations on the findings of the Board of Auditors on the accounts of the United Nations peacekeeping operations for the period ended 30 June 2014, and on cross-cutting issues related to peacekeeping operations, can be found in its related reports (see A/69/838 and A/69/839 respectively).

II. Financial performance report for the period from 1 July 2013 to 30 June 2014

3. In its resolution 67/276, the General Assembly appropriated an amount of $44,953,000 gross ($40,986,400 net) for the maintenance of the Mission for the period from 1 July 2013 to 30 June 2014. Expenditures for the period totalled $40,159,800 gross ($36,593,100 net). The resulting unencumbered balance of $4,793,200, in gross terms, represents 10.7 per cent of the total appropriation.

4. An analysis of variances is provided in section IV of the performance report for the period from 1 July 2013 to 30 June 2014 (see A/69/591). Lower requirements were attributable mainly to:

(a) Reduced requirements under international staff ($2,356,100) owing to a higher actual average vacancy rate of 13.6 per cent as compared to the budgeted rate of 5.0 per cent, as a result of higher than expected attrition, reassignments, separations and delays in recruitment;

(b) Reduced requirements under national staff ($909,200) owing to lower than budgeted actual salary rates for national General Service staff;

(c) Reduced requirements under facilities and infrastructure ($864,200) owing to the cancellation of various alteration and renovation projects due to the planned relocation of the Mission headquarters compound, and decreased generator fuel consumption owing to milder weather conditions and a stable energy supply from the local energy provider (ibid., paras. 29, 30 and 35).

5. The lower requirements were partly offset by increased requirements, mainly under information technology as a result of higher expenditure in information technology services and spare parts and supplies in relation to Umoja implementation (ibid., para. 37).

6. Upon enquiry as to the actions taken by the Mission to address the findings of the Board of Auditors relating to UNMIK for the period from 1 July 2013 to 30 June 2014 (see A/69/5 (Vol. II), chap. II), the Advisory Committee was informed of the actions taken in the following five areas:

(a) With respect to weaknesses in quality and completeness of local accounting records, the Committee was informed that the Mission had taken the necessary actions to adjust the books for the 2013/14 period concerning estimations of balances and disclosures and identified misstatements in balances owed to staff members. The Committee was further informed that UNMIK had invited the Audit Response Office and other relevant parties to consider scheduling the next audit visit in September 2015, in order to give ample time to the Mission to close the annual accounts;

(b) Regarding the mismatch of assets from Galileo records/assets not located during physical verification, the Advisory Committee was informed that UNMIK had taken the necessary actions to adjust the accounts for the 2013/14 period, and will review the general ledger accounts and transactional details before closure of the accounts to reconcile the trial balance for the 2014/15 and subsequent periods;

(c) Under deficiencies in the implementation of Umoja, the Committee was informed that UNMIK had taken the necessary steps to request the applicable Umoja authorizations in order to carry out its functions;

(d) In respect of weaknesses in human resources management, the Committee was informed that the Human Resources Section of the Mission had issued broadcasts to inform all UNMIK staff members of the changes in their entitlements and when they occurred, and had also taken measures to verify the various entitlements and taken corrective action, where necessary;

(e) In relation to corporate governance, the Committee was informed that the Deputy Chief of Mission Support and the Chief of Supply Chain and Service Delivery were maintaining minutes of meetings with their respective sections.

7. The comments of the Advisory Committee on the information presented in the performance report on individual objects of expenditure can be found, where relevant, in the discussion of the proposed budget for the period from 1 July 2015 to 30 June 2016 (A/69/729) in the paragraphs below.

III. Information on performance for the current period

8. The Advisory Committee was informed that, as at 31 January 2015, a total of $2,976,546,000 had been assessed on Member States in respect of UNMIK since its inception. Payments received as at the same date amounted to $2,944,534,000, leaving an outstanding balance of $32,012,000. **The Advisory Committee notes with concern that the cash position of the Mission was $9,300,000 as at 23 February 2015 (including $11.5 million borrowed from closed missions[1]), which does not cover the three-month operating cash reserve of $10,743,000 (representing a shortfall of $1,443,000). The Advisory Committee recalls that the General Assembly has consistently stressed that all Member States should**

[1] $5 million borrowed from the United Nations Peace Forces and $6.5 million borrowed from the United Nations Mission in Haiti.

fulfil their financial obligations as set out in the Charter of the United Nations on time, in full and without conditions.[2] The Committee also reiterates that the Secretary-General should continue exploring available options to address the issue of late payment of assessed contributions, such as reviewing existing mechanisms for issuing assessment letters, following up on outstanding assessments and engaging more actively with Member States (see A/69/827, para. 17).

9. With regard to death and disability claims, as at 31 January 2015, $939,000 had been paid in respect of 25 claims since the inception of the Mission. There are no pending claims.

10. The Advisory Committee was informed that, as at 31 January 2015, the incumbency for UNMIK was as follows:

	Authorized[a]	*Encumbered*	*Vacancy rate (percentage)*
Military and police personnel			
Military observers	8	8	–
United Nations police	8	8	–
Civilian personnel			
International staff	117	108	7.7
National staff	228	216	5.3
National Professional Officers	22	22	–
National General Service	206	194	5.8
United Nations Volunteers	27	23	14.8

[a] Represents the highest authorized strength for the period.

11. The Advisory Committee was provided with a table showing current and projected expenditures for the period, with reasons for variances. Expenditures for the period as at 31 January 2015 amounted to $23,888,400. At the end of the current financial period, total expenditures are projected to amount to $41,612,600 against the appropriation of $42,971,600, leaving an estimated unencumbered balance of $1,359,000 (or 3.2 per cent). The table indicates that the estimated underexpenditure would be mainly attributable, under national staff, to a favourable exchange rate of 1 United States dollar to 0.79 euro, compared to the budgeted rate of 1 United States dollar to 0.74 euro; to a higher projected average vacancy rate of 3 per cent, compared to the budgeted rate of 1 per cent, for National Professional Officers; to a higher projected average vacancy rate of 5 per cent, compared to the budgeted rate of 1 per cent, for national General Service staff; and a lower than budgeted average salary grade level for national General Service staff.

[2] See also General Assembly resolutions 54/249, 56/253, 62/236, 64/243, 65/293, 66/246, 67/276 and 68/290.

IV. Proposed budget for the period from 1 July 2015 to 30 June 2016

A. Mandate and planned results

12. The mandate of UNMIK was established by the Security Council in its resolution 1244 (1999). Paragraphs 1 to 17 of the Secretary-General's report (A/69/729) set out the mandate, planned results, planning assumptions and mission support initiatives. The Secretary-General indicates that the strategic objective of the Mission remains to strengthen and consolidate peace, security and stability in Kosovo and the region. He also indicates that UNMIK would facilitate an environment conducive to further progress in the implementation of the "First Agreement of Principles Governing the Normalization of Relations" of 19 April 2013, and strengthen efforts towards the reconciliation and integration of all communities in Kosovo. To this end, the Mission would continue to monitor and facilitate the resolution of issues relating to the reconciliation of Kosovo's communities, including through the effective implementation of confidence-building projects (ibid., paras. 6 to 8).

13. The report states that following a comprehensive review, it is proposed to realign the Mission Support Division structure in line with the global field support strategy and the Mission's concept of operations. The report therefore proposes that the Office of the Chief of Administrative Services be restructured as the Office of the Deputy Chief of Mission Support, under which the Risk Compliance and Monitoring Unit, the Office of the Staff Counsellor, the United Nations Volunteers Support Unit and the Contracts Management Unit would be realigned. It is also proposed that the Office of the Chief of Technical Support Services be restructured as the Office of the Chief of Supply Chain and Service Delivery, with the Medical Services Office realigned under Supply Chain and Service Delivery, and the Communications and Information Technology Section realigned under the Office of the Chief of Mission Support (ibid., paras. 13 and 14; see also para. 21 below).

14. Paragraph 15 of the report indicates that the relocation of UNMIK headquarters to a contemporary facility during the 2014/15 period will enable it to realize cost reductions as a result of decreased power utilization and reduced requirements for maintenance services and other centralized services, partly offset by increased rental costs, while significantly reducing its carbon footprint. The Advisory Committee was informed by the Chief of Mission Support that the relocation will be completed before the end of the current financial period. **The Advisory Committee notes the efficiency gains arising from the relocation of the Mission's headquarters.**

15. With respect to partnerships and country team coordination, it is stated that UNMIK would continue to maintain its close partnership and cooperation with key international actors, including the Organization for Security and Cooperation in Europe (OSCE), the European Union Special Representative and Liaison Offices, the European Union Rule of Law Mission in Kosovo (EULEX) and the Kosovo Force (KFOR). UNMIK would also continue to enhance its cooperation with the United Nations Kosovo Team, and facilitate the activities of the United Nations Educational, Scientific and Cultural Organization, the Food and Agriculture Organization of the United Nations, the United Nations Office for Project Services and the United Nations Human Settlements Programme (ibid., paras. 18 to 20).

B. Resource requirements

16. The proposed budget for UNMIK for the period from 1 July 2015 to 30 June 2016 amounts to $41,442,400, representing a decrease of $1,529,200, or 3.6 per cent, in gross terms, compared with the appropriation of $42,971,600 for 2014/15. The Advisory Committee notes that, if compared to the projected expenditures of $41,612,600 for 2014/15 (see para. 11 above), the proposed resource decrease for 2015/16 would amount to $170,200. It provides for the planned deployment of 8 military observers, 8 United Nations police officers, 115 international staff, 229 national staff and 27 United Nations Volunteers.

17. The main factors in the lower resource requirements for 2015/16 relate to:

(a) Decreased requirements under international staff ($646,900) attributable primarily to lower common staff costs and lower staff salary rates, partially offset by a reduction in the vacancy rate from 10 per cent in 2014/15 to 5 per cent in 2015/16;

(b) Decreased requirements under national staff ($589,100), owing mainly to the application of a lower average national General Service staff grade level to better reflect the composition of the staff and to a more favourable exchange rate between the euro and the United States dollar of 0.80 compared to the budgeted rate of 0.74 for the 2014/15 financial period, partially offset by the increase of the national staff salary scale effective 1 May 2014;

(c) Decreased requirements under communications ($239,300) attributable primarily to lower transponder charges owing to the dismantling of a satellite transponder during the 2013/14 period, and also to the reduction in the allocation of indirect costs to support Umoja and other information technology systems in the field (see A/69/729, paras. 61, 62 and 67).

18. The lower requirements are partly offset by increased requirements mainly under information technology ($298,800) due primarily to the replacement of two microwave links which have reached the end of their useful life, partially offset by the reduction in the allocation of indirect costs to support Umoja and other information technology systems in the field (ibid., para. 68). An analysis of variances is provided in section III of the proposed budget.

1. Military and police personnel

Category	*Approved 2014/15*[a]	*Proposed 2015/16*	*Variance*
Military observers	8	8	–
United Nations police	8	8	–

[a] Represents the highest level of authorized/proposed strength.

19. The estimated requirements for military and police personnel for 2015/16 amount to $735,600, a decrease of $64,600, or 8.1 per cent, compared with the appropriation for 2014/15.

2. Civilian personnel

Category	*Approved 2014/15*	*Proposed 2015/16*	*Variance*
International staff	117	115	(2)
National staff	228	229	1
United Nations Volunteers	27	27	–
Total	**372**	**371**	**(1)**

20. The estimated requirements for civilian personnel for 2015/16 amount to $32,954,200, a decrease of $1,235,000, or 3.6 per cent, compared with the appropriation for 2014/15. The decreased requirements for 2015/16 are mainly attributable to international and national staff (see para. 17 (a) and (b) above). The cost estimates for civilian staff reflect vacancy factors of 5 per cent for international staff, 1 per cent for National Professional Officers, 3 per cent for national General Service staff and 5 per cent for United Nations Volunteers (see A/69/729, paras. 51 and 52). The Advisory Committee was informed that the actual average vacancy rate for United Nations Volunteers was 14.8 per cent from 1 July 2014 to 31 January 2015, as was the latest actual rate as at 31 January 2015. **In the light of the actual average vacancy rate of United Nations Volunteers in the current period, the Advisory Committee recommends that a vacancy factor of 14 per cent be applied in respect of United Nations Volunteers for the 2015/16 period. Any related operational costs should be adjusted as appropriate.**

21. Paragraphs 28 to 48 of the report set out the staffing changes proposed under each office, a summary of which is presented in the annex to the present report. As indicated in the table above, the proposed staffing level represents a net decrease of one post. Changes are reflected in component 2, support, as a result of the proposed realignment referred to in paragraph 13 above. It is proposed that the Mission Support Division be restructured to two support pillars of Deputy Chief of Mission Support, and Supply Chain and Service Delivery, replacing the current Administrative Services and Technical Support Services, respectively. The report states that the P-5 post of Chief of Administrative Services would be reassigned as the post of Deputy Chief of Mission Support and the incumbent would be responsible for operational coordination and quality control functions in transactional business areas. The report also states that the P-5 post of Chief of Technical Support Services would be reassigned as the post of Chief of Supply Chain and Service Delivery and the incumbent would be responsible for both the supply chain and the service delivery functions of the Mission (ibid., para. 29).

22. It is also proposed to abolish one P-4 post of Conduct and Discipline Officer as a result of the declining number of personnel in the Mission, resulting in a decreased need for prevention-related activities and a reduced caseload of allegations of misconduct. The report states that support for the exercise of the Mission's conduct and discipline functions could be ensured through the designation of a focal point within UNMIK, while any additional needs beyond current expectations would be addressed through support as needed from resources within the Secretariat or another field mission (ibid., para. 48).

23. The Advisory Committee recalls that the Secretary-General had made the same proposal in his proposed 2014/15 budget for the Mission (see A/68/701, para. 62). At

that time, the Committee was not convinced of the rationale for the proposed abolishment, since it would be coupled with a proposal to establish a separate post at the P-4 level in the United Nations Logistics Base in Brindisi for undertaking global conduct and discipline functions. The Committee also considered that the Secretary-General had not provided adequate justification to support the proposal, including by demonstrating how case-handling and misconduct prevention functions for UNMIK could be handled effectively and in a timely manner from a non-Mission location. The Committee therefore recommended against the proposed abolishment (see A/68/782/Add.5, para. 24). The General Assembly, in its resolution 68/290, endorsed the Committee's recommendation.

24. **The Advisory Committee notes that the justification provided for the abolishment still does not explain how case-handling and misconduct prevention functions for UNMIK could be handled effectively and in a timely manner from a non-Mission location. Therefore, as the Secretary-General has not offered adequate justifications to address the concerns raised by the Advisory Committee in the context of the 2014/15 proposed budget, and taking into account the General Assembly's decision in this regard in its resolution 68/290, the Advisory Committee recommends against the proposed abolishment of the P-4 post of Conduct and Discipline Officer. Any post-related operational costs should be adjusted accordingly.**

25. **Subject to its recommendations in paragraphs 20 and 24 above, the Advisory Committee recommends approval of the resources requested for civilian personnel.**

3. Operational costs

Apportioned 2014/15	*Proposed 2015/16*	*Variance*
$7,982,200	$7,752,600	($229,600)

26. The estimated operational requirements for 2015/16 amount to $7,752,600, a decrease of $229,600, or 2.9 per cent, compared with the appropriation for 2014/15.

27. The decrease is attributable mainly to lower requirements under (a) communications, as described in paragraph 17 (c) above; and (b) under facilities and infrastructure ($158,400), attributable primarily to lower provisions for acquisitions, utilities and waste disposal services, maintenance services, and petrol, oil and lubricants as a result of the relocation of the mission headquarters in the 2014/15 period to a facility with better construction and insulation, and fewer maintenance requirements, partially offset by an increase in rental costs (see A/69/729, para. 65).

28. The overall reduced requirements are partly offset by increased requirements under (a) information technology as described in paragraph 18 above; and (b) other supplies, services and equipment ($157,100), owing primarily to expenditures relating to freight previously budgeted under various line items and now budgeted exclusively under other supplies, services and equipment in accordance with the new chart of accounts (ibid., para. 70).

29. The proposed budget includes a provision of $414,000 for the implementation of 20 quick-impact projects in the areas of (a) inter-municipal and inter-ethnic cooperation; (b) required basic services at the community level to promote

cooperation and reconciliation between communities; and (c) economic, social and cultural issues at the local level (ibid., para. 57). Upon enquiry, the Advisory Committee was informed that the General Assembly, in paragraph 9 of its resolution 67/276 on the budget proposal for the 2013/14 period, had decided "as an ad hoc measure for the Mission, to approve the amount of 425,000 dollars for the purpose of implementing confidence-building projects aimed at promoting reconciliation among communities". The Committee was further informed that, in conformity with the resolution, UNMIK had been implementing confidence-building projects focused upon targeted community reconciliation initiatives and designed to address one of the priority needs in Kosovo, namely, promoting inter-ethnic confidence and reconciliation through collaborative projects.

30. Upon enquiry as to implementation of the confidence-building projects, the Advisory Committee was informed of two projects that utilize United Nations agencies, funds and programmes, namely, the office of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) in Kosovo and that of the United Nations Environment Programme, as implementing partners owing to their particular expertise and experience in their respective fields of fighting domestic violence and promoting environmental protection. The Committee was informed that, according to the Secretary-General, such expertise was not available among local actors, although local actors are involved in project implementation while UNMIK remains responsible for the identification of the projects. The Committee was further informed that the role of UNMIK was to leverage its institutional memory, political and civil affairs capacity, status neutrality and access to all communities in the identification and selection of projects that specifically target confidence-building between the different communities in Kosovo.

31. The Committee's report on cross-cutting issues related to peacekeeping operations includes observations and recommendations with respect to those costs that the Secretary-General proposes to be apportioned to individual mission budgets, including applications developed by the Office of Information and Communications Technology and deployed to the field, as well as the additional requirements relating to the supply chain initiative (A/69/839). **The Committee does not concur with the proposal of the Secretary-General to charge the missions for the entirety of these costs and recommends that the proposed resource requirements in individual missions be reduced accordingly.** The relevant table in the cross-cutting report contains a summary of the Committee's recommended reductions by mission. **In the case of UNMIK, this recommendation would result in a reduction of $12,500 from the requirements for information technology, $11,200 for consultancy services and $16,800 for official travel.** Related upward adjustments to the resource requirements included in the Support Account are in the Committee's report on the subject (A/69/860).

32. **Subject to paragraphs 20, 24 and 31 above, the Advisory Committee recommends approval of the resources requested for operational costs.**

V. Conclusion

33. The action to be taken by the General Assembly in connection with the financing of UNMIK for the period from 1 July 2013 to 30 June 2014 is indicated in section V of the performance report (A/69/591). **The Advisory Committee**

recommends that the unencumbered balance of $4,793,200, as well as other income and adjustments in the amount of $407,500 be credited to Member States.

34. The action to be taken by the General Assembly in connection with the financing of UNMIK for the period from 1 July 2015 to 30 June 2016 is indicated in section IV of the proposed budget (A/69/729). **Taking into account its recommendations in paragraphs 20, 24 and 31 above, the Advisory Committee recommends that the General Assembly appropriate and assess the amount of $41,505,200 for the maintenance of the Mission for the 12-month period from 1 July 2015 to 30 June 2016.**

Documentation

- Budget performance of the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2013 to 30 June 2014 (A/69/591)
- Budget for the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2015 to 30 June 2016 (A/69/729)
- Report of the Secretary-General on the United Nations Interim Administration Mission in Kosovo (S/2014/773 and Corr.1)
- Report of the Board of Auditors on United Nations peacekeeping operations for the 12-month period from 1 July 2013 to 30 June 2014 (A/69/5 (Vol. II), chap. II)
- Report of the Advisory Committee on Administrative and Budgetary Questions on cross-cutting issues related to United Nations peacekeeping operations (A/69/839)
- Report of the Advisory Committee on Administrative and Budgetary Questions on the budget performance for the period from 1 July 2012 to 30 June 2013 and proposed budget for the period from 1 July 2014 to 30 June 2015 of the United Nations Interim Administration Mission in Kosovo (A/68/782/Add.5)
- General Assembly resolutions 67/276 and 68/290 on the financing of the United Nations Interim Administration Mission in Kosovo
- Security Council resolution 1244 (1999)

Annex

Summary of proposed changes for the United Nations Interim Administration Mission in Kosovo

Summary by component for the period 1 July 2015 to 30 June 2016

Office Section Unit	*Number*	*Level*	*Functional title*	*Post action*	*Description*
Component 2, support					
Office of the Chief of Mission Support					
Immediate Office of the Director of Mission Support					
	-1	P-4	Staff Counsellor	Redeployment	To the Office of the Deputy Chief of Mission Support
	-1				
Communications and Information Technology Section					
	+1	P-4	Chief of Telecommunications and Information Technology	Redeployment	Realigned from the former Technical Support Services
	+1	P-2	Associate Information Management Officer	Redeployment	
	+1	FS	Telecommunications Officer	Redeployment	
	+1	FS	Information Technology Officer	Redeployment	
	+1	FS	Information Technology Assistant	Redeployment	
	+1	FS	Telecommunications Assistant	Redeployment	
	+3	NGS	Administrative Assistants	Redeployment	
	+3	NGS	Information Systems Assistants	Redeployment	
	+7	NGS	Information Technology Assistants	Redeployment	
	+2	NGS	Telecommunications Technicians	Redeployment	
	+1	NGS	Information Management Assistant	Redeployment	
	+2	UNV	Information Systems Assistants	Redeployment	
	+1	UNV	Satellite Technician	Redeployment	
	+1	UNV	Telephone Technician	Redeployment	
	-1	NGS	Information Technology Assistant	Redeployment	To the Warehouse and Distribution Unit
	-1	P-4	Chief of Telecommunications and Information Technology	Reclassification	To a P-3 post
	+1	P-3	Chief of Telecommunications and Information Technology	Reclassification	From a P-4 post
	-1	FS	Telecommunications Assistant	Conversion	To a National Professional Officer post
	+1	NPO	Associate Telecommunications and Information Technology Officer	Conversion	From a Field Service post
	+1	NGS	Administrative Assistant	Redeployment	From the former Logistics Section
	+26				

Office Section Unit	*Number*	*Level*	*Functional title*	*Post action*	*Description*
Medical Services					
	-1	P-4	Chief Medical Officer	Redeployment	Realigned to Supply Chain and Service Delivery
	-1	NPO	Assistant Medical Officer	Redeployment	
	-1	NGS	Nurse	Redeployment	
	-1	UNV	Medical Officer	Redeployment	
	-4				
United Nations Volunteers Support Unit					
	-1	NGS	Administrative Assistant	Redeployment	Realigned to the Office of the Deputy Chief of Mission Support
	-1	UNV	Programme Manager	Redeployment	
	-2				
Risk Compliance and Monitoring Unit					
	-1	P-4	Compliance and Risk Monitoring Officer	Redeployment	Realigned to the Office of the Deputy Chief of Mission Support
	-1	NPO	Associate Compliance and Monitoring Officer	Redeployment	
	-1	NGS	Claims Assistant	Redeployment	
	-3				
Contracts Management Unit					
	-3	NGS	Contracts Management Assistants	Redeployment	Realigned to the Office of the Deputy Chief of Mission Support
	-3				
Subtotal, Office of the Chief of Mission Support	**+13**				
Office of the Deputy Chief of Mission Support (formerly Administrative Services)					
Immediate Office of the Deputy Chief of Mission Support (Formerly Office of the Chief of Administrative Services)					
	+1	P-5	Deputy Chief of Mission Support	Reassignment	Formerly Chief of Administrative Services
	-1	P-5	Chief of Administrative Services	Reassignment	As Deputy Chief of Mission Support
	–				
Office of the Staff Counsellor					
	+1	P-4	Staff Counsellor	Redeployment	From the Office of the Chief of Mission Support
	+1				
United Nations Volunteers Support Unit					
	+1	NGS	Administrative Assistant	Redeployment	Realigned from the Office of the Chief of Mission Support
	+1	UNV	Programme Manager	Redeployment	
	+2				

Office Section Unit	*Number*	*Level*	*Functional title*	*Post action*	*Description*
Risk Compliance and Monitoring Unit					
	+1	P-4	Compliance and Risk Monitoring Officer	Redeployment	Realigned from the Office of the Chief of Mission Support
	+1	NPO	Associate Compliance and Monitoring Officer	Redeployment	
	+1	NGS	Claims Assistant	Redeployment	
	+3				
Contracts Management Unit					
	+1	FS	Property Control and Inventory Officer	Reassignment	From the former Logistics Section
	+3	NGS	Contracts Management Assistants	Redeployment	Realigned from the Office of the Chief of Mission Support
	+4				
Subtotal, Office of the Deputy Chief of Mission Support	**+10**				
Supply Chain and Service Delivery (formerly Technical Support Services)					
Office of the Chief of Supply Chain and Service Delivery (formerly Office of the Chief of Technical Support Services)					
	+1	P-5	Chief of Supply Chain and Service Delivery	Reassignment	Formerly Chief of Technical Support Services
	-1	P-5	Chief of Technical Support Services	Reassignment	As Chief of Supply Chain and Service Delivery
	+1	FS	Logistics Officer	Redeployment	From the former Logistics Section
	+1				
Acquisition and Requisition Unit					
	+1	NGS	Contracts Management Assistant	Redeployment	From the former Logistics Section
	+1	NGS	Supply Assistant	Redeployment	
	+1	NGS	Engineering Assistant	Redeployment	
	+3				
Warehouse and Distribution Unit					
	+1	NGS	Inventory and Supply Assistant	Redeployment	From the former Logistics Section
	+2	NGS	Warehouse Assistants	Redeployment	
	+2	NGS	Supply Assistants	Redeployment	
	+1	NGS	Engineering Assistant	Redeployment	
	+3	NGS	Transport Assistants	Redeployment	
	+1	NGS	Information Technology Assistant	Redeployment	
	+1	NGS	Information Technology Assistant	Redeployment	From the Communications and Information Technology Section
	+11				

Office Section Unit	*Number*	*Level*	*Functional title*	*Post action*	*Description*
Asset Management Unit					
	+1	FS	Supply Assistant	Redeployment	From the former Logistics Section
	+1	NPO	Associate Information Systems Officer	Redeployment	
	+4	NGS	Property Control and Inventory Assistants	Redeployment	
	+1	NGS	Property Disposal Assistant	Redeployment	
	+2	NGS	Receiving and Inspection Assistants	Redeployment	
	+9				
Movement and Control Unit					
	+1	NGS	Movement Control Assistant	Redeployment	From the former Logistics Section
	+1				
Communications and Information Technology Section					
	-1	P-4	Chief of Telecommunications and Information Technology	Redeployment	Realigned to the Office of the Chief of Mission Support
	-1	P-2	Associate Information Management Officer	Redeployment	
	-1	FS	Telecommunications Officer	Redeployment	
	-1	FS	Information Technology Officer	Redeployment	
	-1	FS	Information Technology Assistant	Redeployment	
	-1	FS	Telecommunications Assistant	Redeployment	
	-3	NGS	Administrative Assistants	Redeployment	
	-3	NGS	Information Systems Assistants	Redeployment	
	-7	NGS	Information Technology Assistants	Redeployment	
	-2	NGS	Telecommunications Technicians	Redeployment	
	-1	NGS	Information Management Assistant	Redeployment	
	-2	UNV	Information Systems Assistants	Redeployment	
	-1	UNV	Satellite Technician	Redeployment	
	-1	UNV	Telephone Technician	Redeployment	
	-26				
Transport Section					
	+1	NPO	Associate Transport Officer	Redeployment	From the former Logistics Section
	+3	NGS	Transport Assistants	Redeployment	
	+1	NGS	Vehicle Technician	Redeployment	
	+9	NGS	Drivers	Redeployment	
	+14				

Office Section Unit	*Number*	*Level*	*Functional title*	*Post action*	*Description*
Medical Cell					
	+1	P-4	Chief Medical Officer	Redeployment	Realigned from the Office of the Chief of Mission Support
	+1	NPO	Assistant Medical Officer	Redeployment	
	+1	NGS	Nurse	Redeployment	
	+1	UNV	Medical Officer	Redeployment	
	+4				
Facilities Management Unit					
	+1	NPO	Associate Engineer	Redeployment	From the former Logistics Section
	+2	NGS	Engineering Assistants	Redeployment	
	+1	NGS	Fuel Assistant	Redeployment	
	+1	NGS	HVAC Technician	Redeployment	
	+1	NGS	Facilities Management Assistant	Redeployment	
	+1	NGS	Administrative Assistant	Redeployment	
	+7				
Logistics Section					
	-1	FS	Logistics Officer	Redeployment	To the Office of the Chief of Supply Chain and Service Delivery
	-1	FS	Property Control and Inventory Officer	Reassignment	To the Contracts Management Unit
	-1	NGS	Administrative Assistant	Redeployment	To the Communications and Information Technology Section
	-1	NGS	Movement Control Assistant	Redeployment	To the Movement and Control Unit
	-1	FS	Supply Assistant	Redeployment	To the Asset Management Unit
	-4	NGS	Property Control and Inventory Assistants	Redeployment	
	-1	NGS	Property Disposal Assistant	Redeployment	
	-2	NGS	Receiving and Inspection Assistants	Redeployment	
	-1	NPO	Associate Information Systems Officer	Redeployment	
	-1	NPO	Associate Engineer	Redeployment	To the Facilities Management Unit
	-2	NGS	Engineering Assistants	Redeployment	
	-1	NGS	Fuel Assistant	Redeployment	
	-1	NGS	HVAC Technician	Redeployment	
	-1	NGS	Facilities Management Assistant	Redeployment	
	-1	NGS	Administrative Assistant	Redeployment	
	-1	NGS	Contracts Management Assistant	Redeployment	To the Acquisition and Requisition Unit
	-1	NGS	Supply Assistant	Redeployment	
	-1	NGS	Engineering Assistant	Redeployment	

Office Section Unit	*Number*	*Level*	*Functional title*	*Post action*	*Description*
	-1	NGS	Engineering Assistant	Redeployment	To the Warehouse and Distribution Unit
	-1	NGS	Inventory and Supply Assistant	Redeployment	
	-2	NGS	Warehouse Assistants	Redeployment	
	-2	NGS	Supply Assistants	Redeployment	
	-1	NGS	Information Technology Assistant	Redeployment	
	-1	NPO	Associate Transport Officer	Redeployment	To the Transport Section
	-3	NGS	Transport Assistants	Redeployment	
	-3	NGS	Transport Assistants	Redeployment	
	-1	NGS	Vehicle Technician	Redeployment	
	-9	NGS	Drivers	Redeployment	
	-47				
Subtotal, Supply Chain and Service Delivery	**-23**				
Total, Support	–				
	-1	P-4	Conduct and Discipline Officer	Abolishment	
Conduct and Discipline Team	**-1**				
Grand total	**-1**				
Total					
International posts	**-2**				
National posts	**+1**				
UNV positions	–				

Abbreviations: FS, Field Service; HVAC, heating, ventilation and air conditioning; NGS, National General Service; NPO, National Professional Officer; UNV, United Nations Volunteer.